

Building a mentally healthy workplace

By: **Sandra Dueck, Policy Analyst, Greater Peterborough Chamber of Commerce**

A new report by the Ontario Chamber of Commerce (OCC) aims to help get small and medium-sized businesses on track toward developing a mental health strategy for their workplace. While it is identified in the report that 81% of businesses believe that it is important to support their employees' mental wellness in the workplace, there are still some gaps in terms of acting on that belief. In a 2016 Fresh Intelligence survey it was found that 35% of small business, 65% of medium-sized business and 76% of large business had mental health strategies.

The Mental Health Commission of Canada finds that the cost of mental health to the economy is \$50 billion per year. The challenge with mental health is that it can be an intimidating topic for employers and employees.

In response to the gap, the OCC has developed a toolkit based on three principles:

1. Setting Expectations –

Creating a mentally healthy workplace is a journey and employers do not need to have all the answers. A good way to start is assessing their businesses by looking for barriers, support and opportunities for change, as well as identifying potential stress points in their workplace.

2. Creating a Supportive Environment –

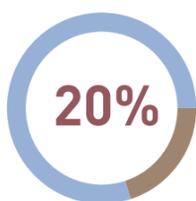
Leadership, from not only management but

employees themselves, is needed to create a supportive environment where everyone can feel comfortable with and empowered by the focus on mental wellness.

3. Maintaining the Conversation – Businesses are encouraged to regularly assess if they are sticking with their mission on mental wellness. Several ways to do this including feedback

and using data to measure progress.

To read the full report and find links to resources for business go to: peterboroughchamber.ca/blog



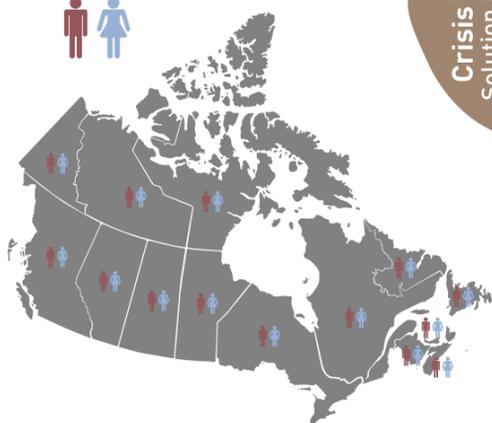
At least 20% of Canadians will have a mental health illness in their life. (Although this identifies only those who have sought medical help).⁹

This is more than those living with heart disease and type 2 diabetes combined.¹⁰



Approximately 1 in 5 members of the working age population in Canada is living with a mental health problem or illness.¹¹

0.5M



Each day, half a million Canadians miss work because of mental health issues.¹²



\$17.3B
\$32.3B

Depression and anxiety cost the Canadian economy at least \$32.3 billion and \$17.3 billion a year, respectively, in foregone GDP due to lost productivity.¹³

Thank you to our members for making the Summer Social a success!



Margaret Murray, winner of the Grand Prize draw - a Lenovo Laptop, accepting the prize from Bryce Norman, MicroAge Ptbo



Thanks to Kawartha Lakes Construction for hosting!



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City of Peterborough ward boundaries need a rework

The City of Peterborough is considering three different options to balance out the wards to ensure effective representation. Population in wards should not be more or less than 25% different from the average.

In a recent report to council, staff recommend sticking with the five wards the city currently has: Otonabee (Ward 1), Monaghan (Ward 2), Town (Ward 3), Ashburnham (Ward 4) and Northcrest (Ward 5). Two Councillors are elected per ward

and the Mayor is elected at large.

As a result, staff have drafted three proposals using the following:

- That any new ward boundaries be designed to accommodate growth and population shifts for at least 10 years.
- That any new ward boundaries should achieve a general balancing of populations between wards, with a maximum variance between any two wards not to exceed a 25 per cent threshold.

- That ward boundaries should attempt to provide effective representation of electors, protecting communities of interest and traditional neighbourhoods.
- That physical features such as natural boundaries and major transportation corridors be used to delineate ward boundaries.

To view all three map options and find public meeting times: peterboroughchamber.ca/blog

Power Lunch with the Minister of Energy
Friday, July 28, 2017
Register: peterboroughchamber.ca

Sponsor: torbram electric supply



Chamber member mixing old with new

The Original Flame, locally owned and operated, transforms homes into warm, welcoming gathering areas with heating and cooktop products.

They have partnered with Elmira Stove Works to offer vintage cookstoves.

More: theoriginalflame.com



NobleGen Inc.
The initiative started after \$200,000 was granted from the Eastern Ontario Development Program's Collaborative Economic Development Projects (CEDP) stream, to support advancing cleantech innovation throughout Peterborough and the Kawarthas.

More: innovationcluster.ca

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DMD Peterborough @DMDptbo · Jul 12
Thanks @davidfeeley for the great business referral! #lovelocalptbo

Steve James @SteveJames_TD
We have our @TD_Canada booth booked @ptbochamber #LoveLocalPtbo do you? Thanks @signaramaptbo for sponsoring! #strengtheningbusiness

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Partnership leads to opening of Trent Makerspace

The Innovation Cluster, Trent University and NobleGen Inc recently announced the launch of the Trent Makerspace in Trent University's DNA Building. With a mission to expand cleantech innovation, the collaborative is funded through the Eastern Ontario Development Program and

The Region's Largest Business Trade Show



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SEPTEMBER 27, 2017

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